

MANAGEMENT TEAM

George Waterman

George's extensive career in I.T. placement and recruiting spans more than thirty years. He acquired a Bachelors of Arts and two Masters Degrees from the University of Kansas. He enjoyed a successful career with Robert Half for twelve years. George won many national and international recruiting awards including receiving the "Most Outstanding Office Performance" award three years running.



In 1986, George founded and managed the Waterman Group, which was for many years the largest independently owned I.T.

recruiting firm in a four state area. During his career, he managed significant projects with numerous Midwest companies such as DST, DSI, Cerner, Hallmark, Sprint, Garmin, and Yellow Freight. He helped businesses establish themselves in their early growth periods by providing insightful and reliable I.T. recruiting and consulting.

George's ability to identify an organization's technical staffing needs, combined with his understanding of their corporate culture, allows him to maintain long term relationships with many companies throughout the United States and abroad.

George also has in-depth experience with placement in the AS/400 Manufacturing industry.

In 2006, the Waterman Group evolved into Spectrum Resources. George and fellow Managing Partner, Dan Kilpatrick, utilize their considerable knowledge of the I.T. industry and their well established business relationships, to provide job placement and consulting services in the Midwest.

Dan Kilpatrick

Dan is a thirty year I.T. veteran with extensive knowledge of the Software, Hardware, and Manufacturing industries. He holds a Bachelor of Science degree from the University of Missouri. He served in the U.S. Air Force as a Captain and pilot, and saw action in the Viet Nam conflict.



Dan had a successful career with IBM for ten years, focusing on the sales of midrange systems for new and installed customers. He was also the Area Manager of third party firms selling and installing IBM hardware and software products.

In 1987, Dan joined Professional Software Consultants (PSC) and shortly thereafter became owner and President of the company. PSC implemented enterprise wide ERP systems for both large and small companies in a five state area. As an affiliate of System Software Associates (now INFOR), some of his clients included Garmin, Farmland Foods, American Italian Pasta, Cross Manufacturing, and Peterson Manufacturing. In 1998, Dan sold PSC to the international software company,

Intenia (now Lawson). Dan has extensive experience with managing large client projects, and specializes in providing solutions to the AS/400 Manufacturing industry.



{ Strategic Planning }

Virtual CIO

Project Management

Permanent Placement

Mobility Solutions

PRACTICE LEADERS

Bob Hasslinger, Executive Practice Leader

Bob leads projects in our Virtual CIO, Strategic Planning, and Project Management practice areas. Bob, who is a Certified Business Continuity Planner (CBCP), authored our copyrighted Mobility Solutions Methodology.

Bob has twenty years of corporate management experience in the Technology, Merger, and Operations Management fields in the Private Sector. His experience ranges from tactical implementation to senior level strategic planning. He has held positions such as Senior Consultant, Vice President, Executive Vice President, Chief Information Officer, Chief Technology Officer, and Chief Operating Officer.

As the CIO/CTO at Venturi Partners, Bob led the merger team which executed the consolidation of two major utility companies in the southwestern United States to form the third largest utility in the U.S. He also was instrumental in organization of the "Cyber Militia" Homeland Security Initiative which provided technology security for the U.S. in the event of terrorist attacks. In the Public Sector, Bob was the State CIO and the "Mississippi Flood of 93" Emergency Management Coordinator for the State of Illinois.



Jerry Munson, Senior Account Executive

Jerry heads our local JD Edward's practice and coordinates new client development projects.

Jerry's extensive career in I.T. sales, management, and recruiting spans more than thirty-five years. He has a Bachelor of Science degree from Kansas State University and MBA from the University of Houston. He began his career at NASA as a Houston Flight Control Engineer for the first seven Apollo missions, and then served in the military as a Captain in the U.S. Marine Corps Reserve Information Technology unit.

For sixteen years following NASA and the Marine Corps, Jerry worked for IBM focusing on midrange systems in the manufacturing and distribution industries. He was the IBM Midwest Area Sales Leader during the early growth years of IBM's AS/400 systems, delivering new application solutions to over 300 businesses in the Midwest. Jerry's I.T. clients included Gill Studios, H & R Block, Layne Christensen and the former Marion Laboratories. Post IBM, Jerry led the IBM business operation for two of IBM's largest Business Partners - XL/Datacomp and Data Systems International. For XL/Datacomp, Jerry launched the European business unit in London where he hired and trained over 40 IBM midrange specialists over a two year period.

Prior to joining Spectrum, Jerry founded his own technology resources recruiting business, JL Munson & Associates. Jerry offers considerable experience in identifying, recruiting, and hiring I.T. sales and technical personnel.



PRACTICE LEADERS

John Beardall, Recruiting Director

John heads our Recruiting Department. He is responsible for both internal staffing and managing client recruiting engagements. John utilizes Spectrum's Placement Methodology to process and screen individuals in order to present our clients with the most qualified candidates.

John has over eighteen years of experience in what he refers to as the personal/personnel improvement business. John utilizes his strong intuitive skills to find the right "fit" between candidates and clients. He started his career in the recruiting industry with one of the leading national firms, reaching the top 10% of their group nationwide. His experience and commitment to excellence, has driven John to deliver a higher level of service and a personalized touch to both candidates and clients.



John has placed people at all levels into companies in various industries including Information Technology, Financial Services, Manufacturing, and Business Services. He believes that knowing his clients, their environment, mentality, and future growth potential has been a key factor in his recruiting success. John has skillfully fulfilled challenging placements, including instances where clients have searched for over a year to find the right candidate, prior to engaging him. John wore "many hats" working for a specialized consulting firm in the area of eProcurement. He was responsible for hiring thirty-five consultants nationwide which increased their business by seven fold in three years.

John believes that maintaining good communication with clients, including having a clear understanding of their needs and wants, is vital to a successful engagement. Finding the right candidate for a company should be a success that everyone benefits from in the future.

Lori Jorgensen, Marketing Manager

Lori manages Spectrum's Marketing and Communications endeavors. She leverages her experience in the I.T. industry and her communication skills to promote Spectrum's solutions.

Lori has eighteen years of Marketing and Communications experience in the technology industry. She offers strong strategic planning and project management skills. Lori specializes in promotional marketing including campaign development, identity creation, and print & online advertising. She earned a Bachelor of Science degree from Kansas State University.



Lori marketed ERP and E-Business solutions for Professional Software Consultants and Intenia (now Lawson). She was the Marketing Manager at Subject, Wills & Company, an organization offering E-Business, Security, and Infrastructure solutions. She was also a Group Marketing Manager with Smith, Bucklin & Associates (SBA), the nation's largest association management company. With SBA, she provided strategic planning for marketing programs for the International Oracle Users Group, Encompass, a Compaq Users Group, and the Catia Operators Exchange. Lori also has knowledge of the food, beverage, sewn products, paper, life sciences, and general manufacturing industries.

PRACTICE LEADERS

Jeff Hahn, Senior Account Representative

Jeff leads searches for candidates and clients in the Manufacturing and Operational arena.

He has twenty-five years experience in Information Technology and Manufacturing Operations. He holds a bachelor's degree from the University of Kansas. Jeff began his career by founding HM Services, which provided consulting, contract programming, and support for mid-range IBM systems at a wide variety of Kansas City organizations. The company focused on delivering hardware and software support to growing businesses in the service, manufacturing, and retail sectors.

After eleven years, Jeff became a partner in Stranger Creek Technology, which provided a wide variety of technical services into the PC based network world. The company specialized in providing expertise in Servers, Local Area Networks, and Wide Area Networks. Integrating Novell Netware and Windows Server networks into Wide Area Networks including Internet access, enabled the company to grow to support dozens of businesses. The company focused on areas such as Service, Finance, Manufacturing, and Distribution, while delivering high availability to critical business applications 24/7/365.



Jeff's understanding of the importance of outstanding talent to perform in key technical roles, led to his transition to the staffing industry in 2003. In his talent acquisition role, he brings both contract and permanent employees together with employers in key technical areas. He works to provide those Research, Manufacturing, Operations, and Information Technology skill sets that are key to a business' continued growth and success. Jeff works exclusively with those 24/7/365 industries that don't have the time to wait to resolve immediate challenges. Whether working with national clients such as General Mills, Colgate-Palmolive, and Cargill or local Kansas City based businesses; Jeff strives to provide clients with outstanding talent to fill challenging, crucial roles in Manufacturing, Operations, Research, and I.T..